

The Latest Technology You Need to Know About: Generative A.I.





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AGENDA



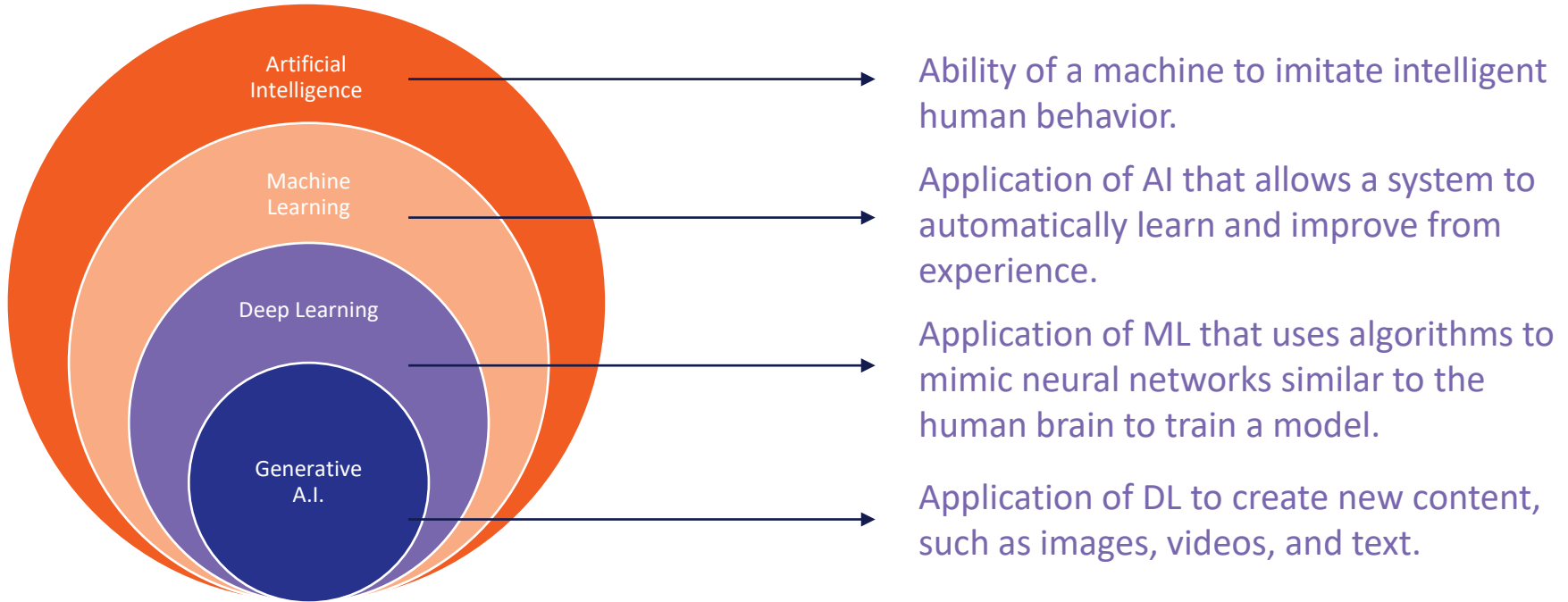
- What is **Generative A.I.** and **how is it different** from traditional A.I.?
- Why all the **drama**?
- How will it change the **HR and Payroll** professions?
- How will it be woven into technology?
- **Homework**



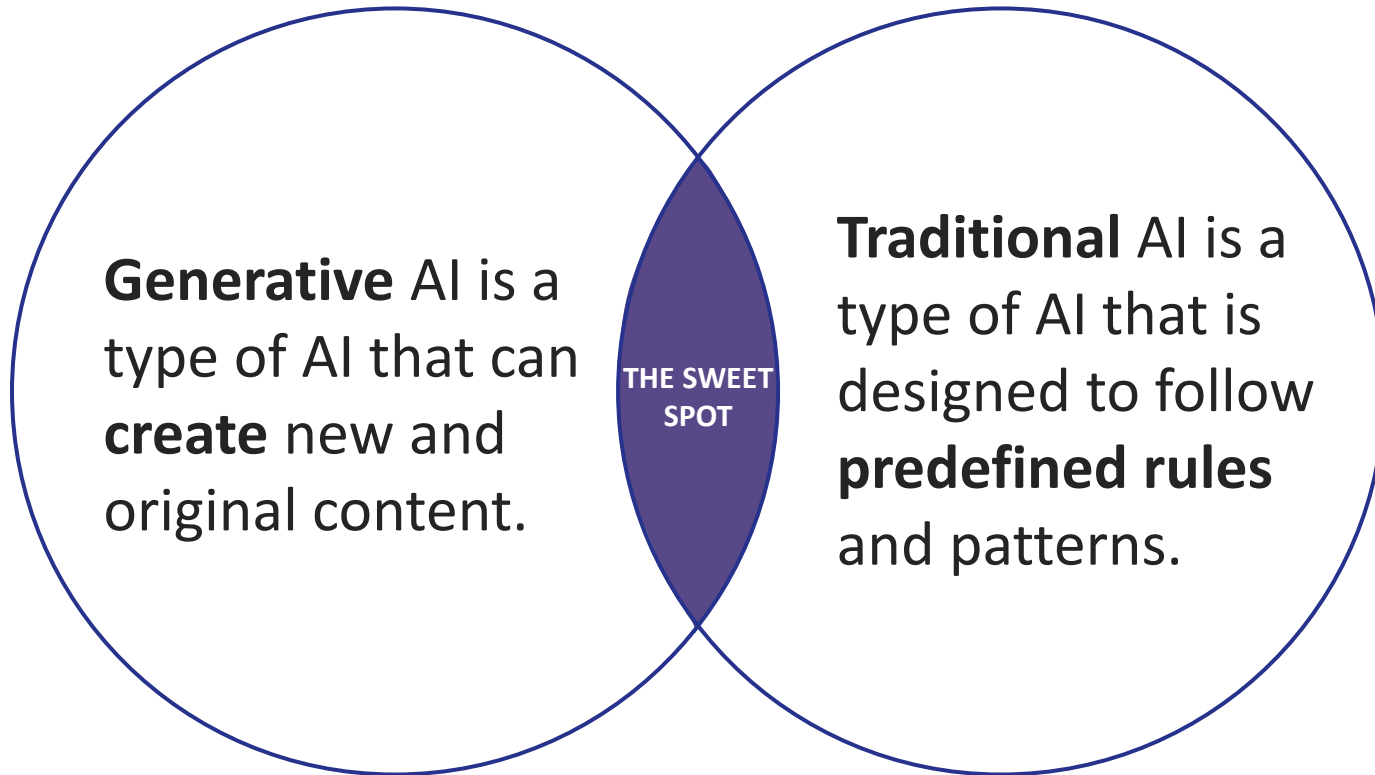


What is **Generative A.I.?**

Let's Zoom Out



Generative A.I. vs Traditional A.I.

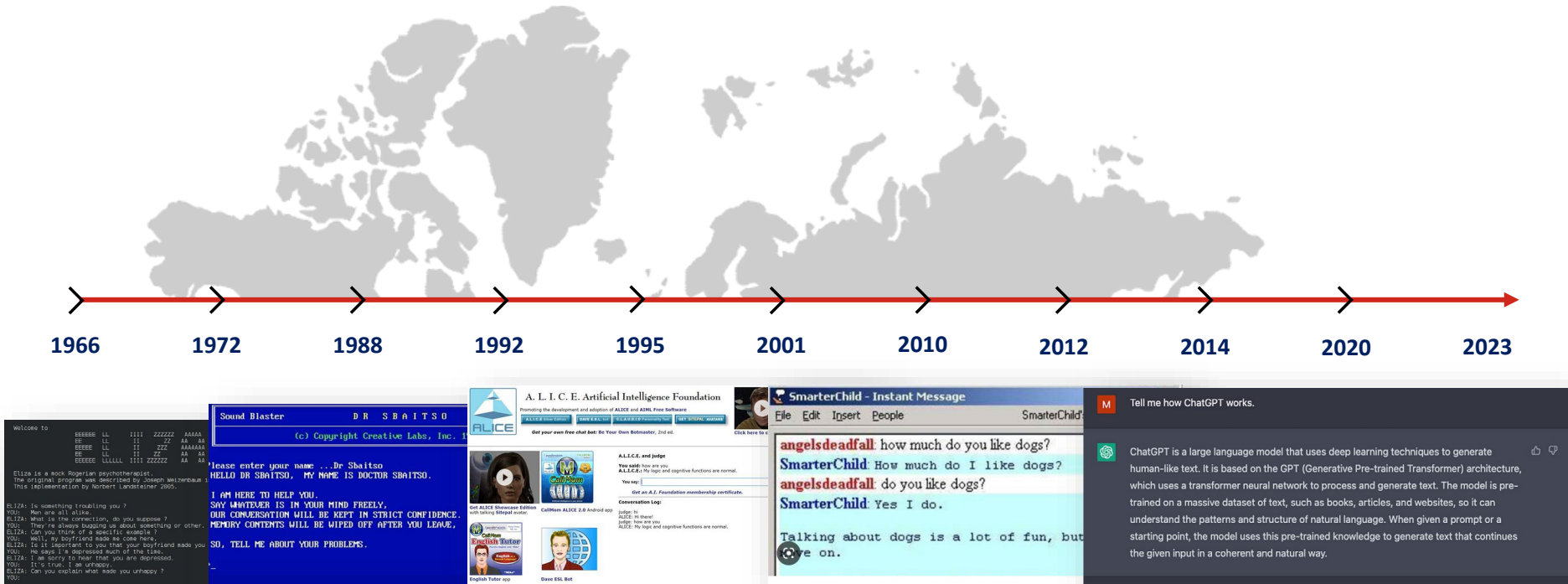


Generative A.I. vs Traditional A.I.

“Let me upgrade you.” – Beyonce



Chatbots: An Evolution



The Drama: Generative A.I. Risk Overview

Open/Closed Instance

- Data Security
- Just because it's blocked, doesn't mean it isn't important.
- Prompt Injection Attacks

Bias and Plagiarism

- Data Source
- Opt-in/Opt-Out Process

Accuracy

- Unpredictable
- “Hallucinations”
- Insecure Output Handling

Future Applications of Generative A.I.

In HR and Payroll



Generative A.I. for Payroll

Task Automation

- Answer questions about pay
- Assist with employee profiles, tax forms etc.
- Final paychecks
- Time approval

Reporting

- Reports sent by AI
- “Who are my highest paid employees?”

Proactive Nudges

- Timeline to-dos
- EWA usage
- Lack of PTO usage

Compliance

- Payroll and Tax Compliance
- “Is my organization eligible for tax credits?”
- Remote worker management

Generative A.I. for HR

Task Automation

- Self-service
- Personalized EX
 - Onboarding automation
 - Personalized messages written by GenAI
- HR Copilot

Recruitment

- Candidate Personalization
- Job Requirements
 - Skills matching

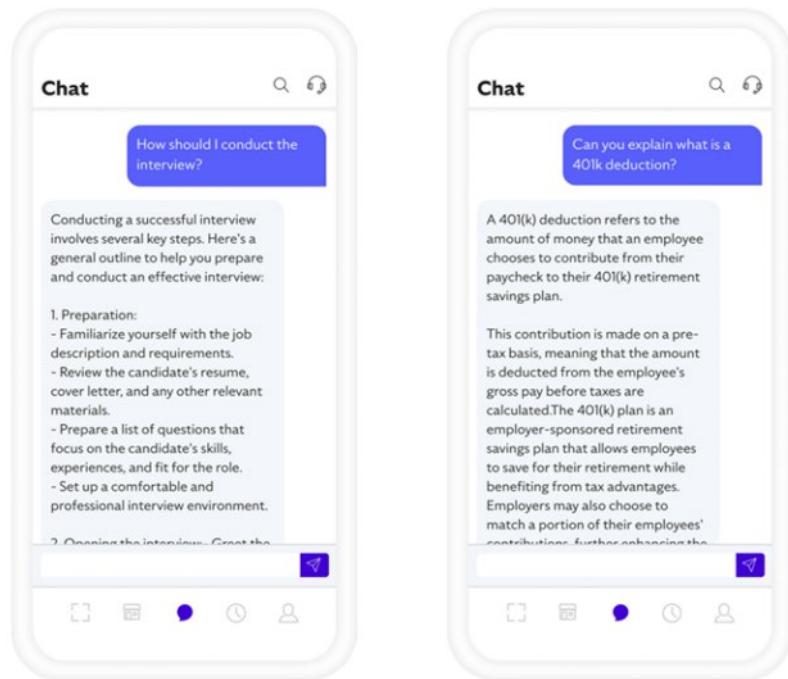
Performance

- Summarizing Performance Data
- Goal Setting and personalized IDPs
 - “Based on this resume, which skills will I need to advance in my profession?”

Generative A.I. Today

Where we are and where we're going

We're there, baby!



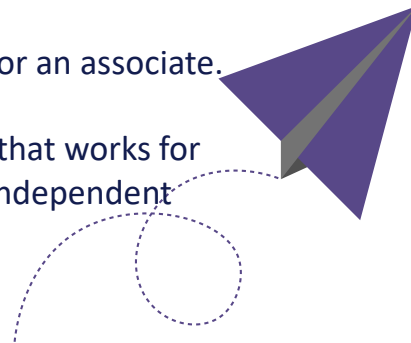
- **Operations**
 - Service
- **Product**
 - Relevant and Proactive

Action:



Interact with Generative A.I.

- Critique and improve the following communication about taxation changes: *paste the communication*
- What are some effective strategies for managing stress and maintaining mental well-being during year-end in my payroll role?
- Give me three ways that I can create a compelling personal brand that distinguishes me from others in my field and showcases my unique skills and expertise based on my resume: *paste resume*
- Create a gluten-free meal plan for my family of 4. Provide the recipes and shopping list, as well.
- What are the remote work tax guidelines for the United States?
- Help me calculate the final pay for an associate.
- Help me understand if a person that works for my organization qualifies as an independent contractor or as an employee.



Let's Chat!